

4. Safeguarding: Quick Read Guide from NSCM Children/Young People and Adults Protection and Safeguarding Policy

1. Introduction

NSCM is committed to safeguarding and promoting the welfare of all young people / adults. We recognise that safeguarding is everyone's responsibility, to this end staff, volunteers, agency workers, and contractors must work together to promote safe practice, prevent abuse, neglect, and exploitation, and respond effectively when concerns arise.

2. What safeguarding means

Safeguarding is about keeping young people / adults safe from harm, abuse, neglect, and exploitation. Everyone at NSCM has a responsibility to protect and listen to young people and adults.

3. What NSCM does to keep young people / adults safe

- Listen and takes worries seriously
- Works with other professionals (e.g. social workers and health teams)
- Makes sure staff are trained and follow clear rules
- Report concerns quickly
- Helps young people / adults understand how to keep safe
- Treats young people / adults with respect at all times
- Enter rooms by agreement or in an emergency

4. Staff must never

- Make sexual comments, joke, or behave inappropriately
- Bully or allow others to
- Ignore concerns or allegations
- Do personal care for children, young people or adults
- Break professional boundaries
- Invade young people / adults personal space

5. Types of abuse

- Abuse can happen anywhere: at home, in relationships, in the community, or online.
- Physical abuse: Hurting someone on purpose (hitting, burning, shaking). Signs: unexplained injuries, fear of being touched, running away.
- Emotional abuse: Making someone feel scared, worthless, or controlled. Signs: withdrawal, anxiety, fear of making mistakes.
- Sexual abuse: Any sexual activity you don't want, don't understand, or can't consent to. Signs: pain, infections, pregnancy, sexual behaviour that isn't age-appropriate.
- Neglect: Not having basic needs met (food, hygiene, medical care, supervision). Signs: hunger, dirty clothes, tiredness, being left alone.

- Bullying: Repeated behaviour that hurts or humiliates. Types: physical, verbal, online, social exclusion, homophobic bullying.
- Criminal exploitation: Being pressured or tricked into committing crimes, often using threats or rewards.
- Sexual exploitation: Being manipulated into sexual activity in exchange for money, gifts, attention, or somewhere to stay.
- Domestic abuse: Abuse in relationships or within families, including controlling behaviour, threats, or violence.
- Online abuse: Cyberbullying, grooming, sexual exploitation, or emotional harm through the internet.
- Financial exploitation: Being pressured to move money, hand over belongings, or take part in scams.
- Modern slavery: Being forced or controlled into work or activities and cannot leave.

6. Signs someone might be unsafe

- Sudden changes in behaviour
- Fear of certain people
- Injuries with no explanation
- Being withdrawn, anxious, or depressed
- Having unexplained money or gifts
- Being isolated from friends
- Being secretive online
- Self-harm or nightmares

7. Long-term effects of abuse

Abuse can affect people for a long time. It may lead to:

- Mental health difficulties
- Problems with trust or relationships
- Physical health issues
- Anxiety, nightmares, or PTSD
- Struggles at school, work, or in daily life

These effects can continue into adulthood, which is why speaking up and getting support is important.

If you would like a full copy of NSCMs Children/Young People and Adults Protection and Safeguarding Policy, please contact NSCMs Lead Designated Safeguarding Officer email safeguarding@nscm.co.uk.